



COUNTY OF SAN DIEGO



## **Community Engagement Program Manager (Group Program Manager) Office of Environmental and Climate Justice**

**Anticipated Hiring Range \$100,00 – \$120,00 Annually  
Excellent Benefits Package**

[www.sandiegocounty.gov](http://www.sandiegocounty.gov)





# Community Engagement Program Manager

The County of San Diego's commitment to addressing environmental justice advances our vision of a region that is Building Better Health, Living Safely and Thriving. The Office of Environmental and Climate Justice plays a key role in our journey to meaningfully address equity. We are looking for an engaged, dynamic and proven leader to fill our Community Engagement Program Manager position.

This position will focus on developing community partnerships and relationships to address:

- Environmental and climate justice
- Communities disproportionately impacted by air quality environmental burdens and related health problems
- Reducing greenhouse gas emissions
- Addressing food justice and transportation equity

## Office of Environmental and Climate Justice

The Office of Environmental and Climate Justice (OECJ) is a new office within the County established as a Board of Supervisors priority in fiscal year 2021/2022. This Office will be housed in the Land Use & Environment Group Executive Office. The Community Engagement Program Manager will focus on establishing and developing relationships with the community and implement an outreach and engagement strategy targeting environmental justice communities throughout the region, including:

- Identifying partners in the region
- Stakeholder outreach and engagement to identify policy and programmatic priorities
- Developing a communication plan and strategy working with Communications and Engagement staff of the Land Use and Environment Group Executive Office
- Developing engagement opportunities to be inclusive of various audiences, types of outreach and methods
- Utilize project management methods and principles

# The Position

The position will have the immediate focus on Community Engagement to connect with communities to ensure we are responding to each community appropriately and addressing their specific and diverse needs. This position will support the Director, OECJ in collaborating with trusted community organizations and establish more equitable and accessible services, programs, and resources for all. This position requires a culturally competent leader who values and can leverage San Diego County's racial, cultural, and religious diversity to advance the County's commitment to an equitable and inclusive region.

Key responsibilities of the Community Engagement Program Manager include:

- Furthering community engagement by identifying partners throughout the region; building and fostering productive relationships; and identifying core priorities for environmental and climate justice process, policy improvement and program development
- Staffing the community steering committees in the four communities identified in the draft Environmental Justice (EJ) Element of the County's General Plan to include setting priorities for County programs and services across the County enterprise and engaging with the budget-making process
- Staffing the working group to report on the cumulative impacts of EJ communities through the region; developing mutual activities to advance pollution exposure reductions and improved air quality; establishing best practices; and identifying barriers and gaps to ensure robust environmental and climate justice practices throughout the region
- Developing relationships with other jurisdictions in the region to ensure cohesion of efforts
- Developing relationships with all County departments and program leads of associated EJ programs
- Creating an outreach and engagement strategy targeting environmental justice communities throughout the region
- Creating a communications plan for initial and continued outreach using various communication methods and languages



# Unincorporated San Diego

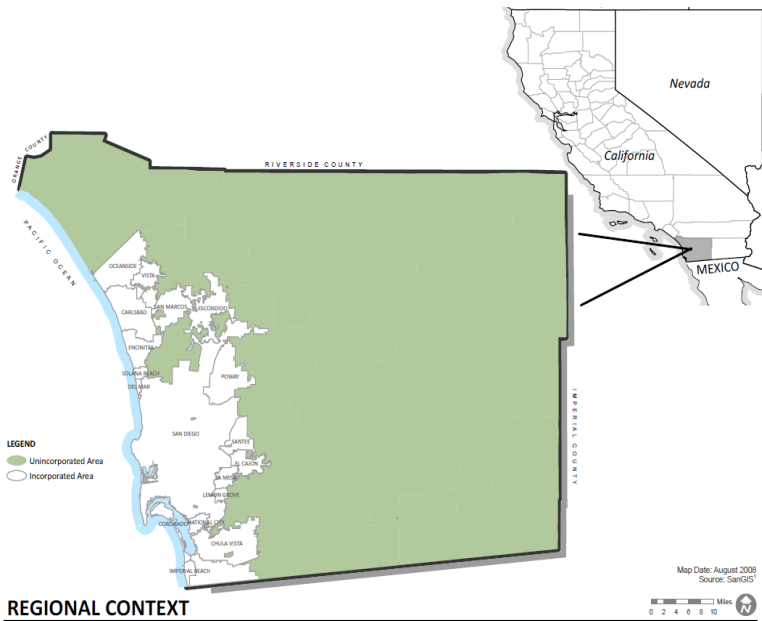


Figure I-1

The San Diego region is approximately 2.9 million acres, of which 2.2 million acres are unincorporated areas.

The County has land use jurisdiction over 772,239 acres or 35% of the unincorporated area and a population of over 500,000 residents.

Within the unincorporated area, the County's land use jurisdiction is limited by tribal lands, state and federally owned lands, and military installations, including Marine Corps Base Camp Pendleton.

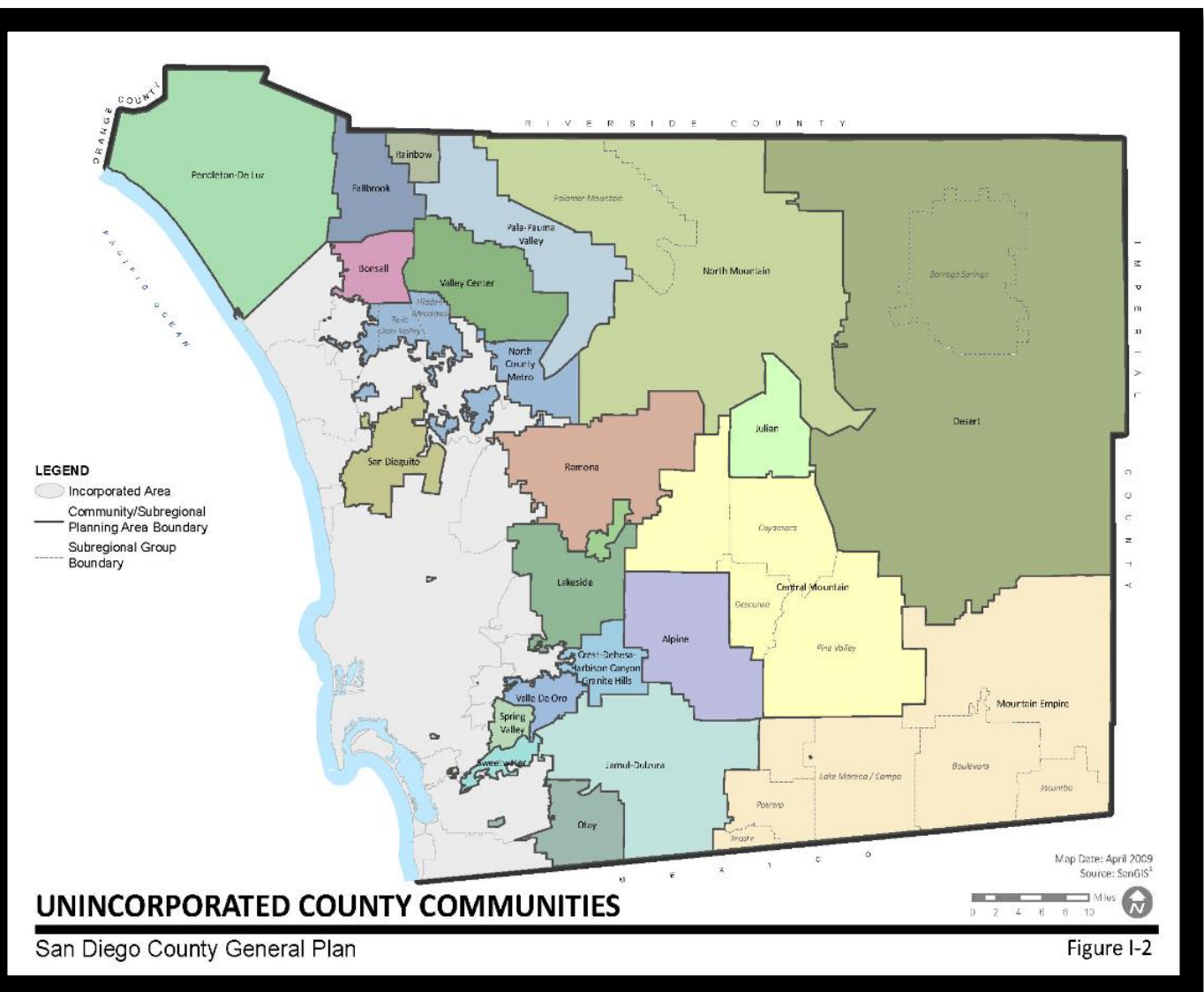


Figure I-2



# The Ideal Candidate

The ideal candidate for this position will be an inclusive, results-oriented leader with a deep understanding of community engagement, with experience and an understanding of income, racial and place-based inequities with respect to the development, adoption, implementation and enforcement of environmental laws, regulations and policies. A proven, caring leader with a career history that demonstrates experience in a community engagement, social/economic policy or environmental and climate justice capacity and the ability to embrace and celebrate the culture, ethnic diversity, and community values of the San Diego region. The ideal candidate will also have excellent project management skills, with the ability to balance multiple projects simultaneously, and the ability to thoughtfully communicate and respectfully engage diverse stakeholders. *Bilingual fluency in English/Spanish is highly desirable.*

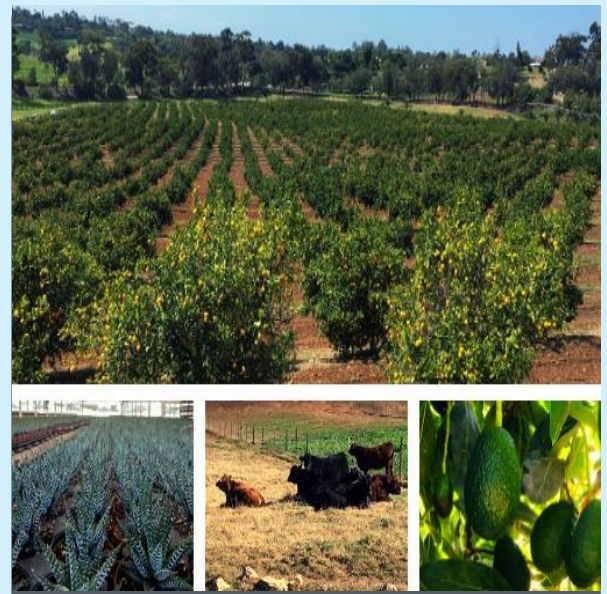
## Salary and Benefits

### COMPENSATION

The anticipated hiring range is \$100,000 - \$120,000 annually. Salary reviews are performance-based and goal oriented.

### BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans



# How to Apply

## Applicants must possess the following:

A bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency AND three (3) years of experience which demonstrates the ability to perform the essential functions of the classification, OR a combination of education and/or experience as stated above.

A master's degree or higher may substitute for a total of one (1) year. In order for education to substitute for work experience as stated above, college level coursework must demonstrate progress toward a degree and may be substituted on a year-for-year basis.

You may complete an online application at [www.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr); select the Current Job Postings link. Please attach your résumé, cover letter, and a copy of your college degree, final transcript, diploma, or foreign studies equivalency certificate (if education was obtained outside of the U.S.) This recruitment will remain open until August 16, 2021. Interested candidates are encouraged to submit a résumé as soon as possible for consideration.

## SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential functions of a job, on a case-by-case basis.

## CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Veronica Gibson, Executive Recruiter, Department of Human Resources, at [Veronica.Gibson@sdcounty.ca.gov](mailto:Veronica.Gibson@sdcounty.ca.gov).

Questions about the position may be directed to Jennifer Lawson, Land Use and Environment Group Human Resources Director, at [Jennifer.Lawson@sdcounty.ca.gov](mailto:Jennifer.Lawson@sdcounty.ca.gov).

